

# NAVY ENTERPRISE PERFORMANCE AGREEMENT FOR FISCAL YEAR 2009

**Warfare Enterprise:** Naval Aviation Enterprise (NAE)

**Provider:** Navy Total Force (NTF)

**Period of Performance:** 1 October 2008 to 30 September 2009

**Purpose:** This performance agreement provides Fleet Readiness Enterprise (FRE) governance and approved NAE entitlements to support military manpower and civilian workforce training and allocation provided by NTF. Military manpower entitlements and civilian workforce end strength will support NAE in meeting Fleet Response Plan (FRP) capability thresholds by providing trained personnel at best cost, today and in the future.

In support of FRE personnel resources goals, U.S. Fleet Forces Command (USFF) in conjunction with Commander Pacific Fleet (CPF) will coordinate with respective Warfare Enterprises and NTF to adjudicate improperly balanced ratings and manning levels across Warfare Enterprises to maintain required combat readiness.

Type/Model/Series team, Carrier (CV/N) Readiness team cockpit charts and other metrics collected and used by the NAE and NTF will be consistent with FRE approved entitlements for use in the Defense Readiness Reporting System-Navy (DRRS-N).

The Director, Naval Nuclear Propulsion (N00N) is assigned responsibility for supervision, management, and administration of the Navy's Nuclear Propulsion Program. Responsibility for overall training, qualification, and assignment of personnel who supervise, operate or maintains naval nuclear propulsion plants is, in part, exercised through the Nuclear Propulsion Program Manager. Chief of Naval Personnel ltr 1301 Ser 00/212 of 23 Sep 08 appoints the Nuclear Propulsion Program Manager and assigns this responsibility. Actions requiring adjudication of nuclear trained personnel will be directed to the Nuclear Propulsion Program Manager; therefore this performance agreement does not apply to nuclear trained personnel.

Addendum 1: NAE peculiar nuclear rating FIT business rules.

## DEMAND SIGNAL

	MILITARY BY ENTITLEMENT	
	ACTIVE COMPONENT	RESERVE COMPONENT
	ENLISTED	ENLISTED
SEA	(Rating & Pay Band FIT)	(Rating & Pay Band FIT)
CONUS	90%	90%
OCONUS	95%	95%
SHORE		
OCONUS	80%	80%

## NAE/NTF

1. Collectively agree to use:

- a. Naval Aviator Production Plan (NAPP), Naval Aircrew (NAC), and Naval Aviation Technical Training (NATT) Integrated Production Plan (IPP) process will provide input to the N13 goaling letter to adjust the quantity and skill set of personnel required to support units ready for tasking as defined in table above.
- b. The Quarterly Production Alignment Conference (PAC) in conjunction with the N13 Quarterly Demand Planning (QDP) Working Group to ensure the training pipeline requirements meet entitlements mentioned above.
- c. Accession goals established in the Annual Enlisted Recruiting Goals and Policies letter which is reviewed and updated by the N13 QDP Working Group for requirements not included in the NAPP, NAC, and NATT IPP.
- d. Course utilization rates to ensure the training pipeline requirements meet entitlements defined above.
- e. The Entitlement numbers in this section are the total % of all NAE commands in that particular category. Nuclear ratings are for information only.

## OUTPUTS

**NTF**

1. Produce and distribute trained and qualified Sailors and Marines to Fleet units to meet the approved FRE Military and Civilian workforce entitlements within resource funding.
2. This performance agreement is not a strategic document (i.e. directive) that will drive additional resources or cause programmed resources to be reprogrammed.

**INPUTS**

Manpower Resource	Funded Authorization	O&MN funding	MPN funding	RPN funding
Officer	14,342	\$0	\$1,298,746,520	\$91,690,284
Enlisted	81,492	\$0	\$3,966,412,445	\$255,810,277
Government Civilian	18,972 FTE	\$1,715,368,638	\$0	\$0

\*Data source: PBIS

**IMPROVEMENT OBJECTIVES**

**NAE**

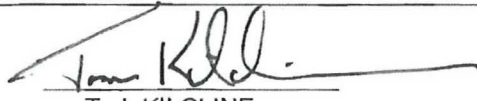
1. Establish a review/validation process of Enlisted Distribution and Verification Report (EDVR), and Officer Distribution Control Report (ODCR) to facilitate the analysis of the entitlement metrics established by the Fleet Personnel Readiness team (FPRT).
2. Maintain Fleet Functional and Team (F & T) course requirements in Fleet Training Management and Planning System (FLTMPS) and review no later than 1 July 2009 to facilitate NTF feasibility studies in preparation for POM 12.

**NTF**

1. Maintain NAE at or above overall Enlisted Sea CONUS Fit entitlement at 90% with the following exceptions:
  - a. 2-4% FY09 GSA/IA tax to support GWOT Support Assignments (GSA).
2. Meet NAPP, NAC, and NATT IPP production goals with less than 5% variance.
3. Maintain 95% production and 85% planning CeTARS data accuracy to facilitate FRE readiness metric analysis.

**NTF/NRFC/NAE/USFF/CPF**

1. Collectively agree to:
  - a. Establish NEC FIT, Active/Reserve component, Officer, and Civilian FIT to FRE approved entitlements.
  - b. Align existing Type/Model/Series team and Carrier (CV/N) Readiness team cockpit charts to Personnel Pillar of DRRS-N.
  - c. Continue to conduct a Qualified Proficient Technician (QPT) NEC Pilot, establish Current Readiness Entitlement, and link QPT to Personnel Pillar of DRRS-N.
  - d. Ensure that performance agreements are reviewed on a quarterly basis and receive a final Fiscal Year assessment.

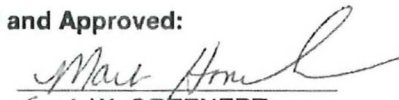


T. J. KILCLINE  
NAE



E. MASSO  
NTF

**Reviewed and Approved:**



J. W. GREENERT  
Fleet Readiness Enterprise



# NAVY ENTERPRISE PERFORMANCE AGREEMENT FOR FISCAL YEAR 2009

**Warfare Enterprise:** Surface Warfare Enterprise (SWE)

**Providers:** Navy Total Force (NTF)

**Period of Performance:** 1 October 2008 to 30 September 2009

**Purpose:** This performance agreement provides Fleet Readiness Enterprise (FRE) governance and approved SWE entitlements to support military manpower and civilian workforce training and allocation provided by NTF.

Military manpower entitlements and civilian workforce end strength will support SWE in meeting Fleet Response Plan (FRP) capability thresholds by providing trained personnel at best cost, today and in the future.

In support of FRE personnel resources goals, U.S. Fleet Forces Command (USFF) in conjunction with Commander Pacific Fleet (CPF) will coordinate with respective Warfare Enterprises and NTF to adjudicate improperly balanced ratings and manning levels across Warfare Enterprises to maintain required combat readiness and ensure acceptable FRP personnel readiness postures can be obtained in the most cost effective and efficient manner.

Metrics collected and used by the SWE and NTF will be consistent with FRE approved entitlements for use in the Defense Readiness Reporting System-Navy (DRRS-N).

## DEMAND SIGNAL

MILITARY BY ENTITLEMENT		
	ACTIVE COMPONENT	RESERVE COMPONENT
	ENLISTED	ENLISTED
SEA	(Rating & Pay Band FIT)	(Rating & Pay Band FIT)
CONUS	90%	90%
FDNF	95%	NA
MCM/PC	95%	NA
LCS	100%	NA
SHORE		
OCONUS	80%	80%

## OUTPUTS

### NTF

1. Produce and distribute trained and qualified Sailors to Fleet units to meet the approved FRE Military and Civilian workforce entitlements within resource funding.

## INPUTS

### 1. FY09 SWE Manpower Resources:

Manpower Resource	Funded Authorization	O&MN funding	MPN funding	RPN funding
Officer	5,568(AD)/ 241(RPN)		\$715,009,152	\$30,947,774
Enlisted	53,437(AD)/2,564(RPN)		\$3,150,859,268	\$151,183,696
Civilian	166 FTE	\$17,043,552		

SOURCE: IW

## **IMPROVEMENT OBJECTIVES**

### **SWE**

1. Establish a review/validation process of Enlisted Distribution and Verification Report (EDVR), and Officer Distribution Control Report (ODCR) to facilitate the analysis of the entitlement metrics established by the Fleet Personnel Readiness team (FPRT).
2. Maintain Fleet Functional and Team (F & T) course requirements in Fleet Training Management and Planning System (FLTMPs) and review no later than 1 July 2009 to facilitate NTF feasibility studies in preparation for POM 12.

### **NTF**

1. Maintain SWE at or above overall Enlisted Sea CONUS Fit entitlement at 90% with the following exceptions:
  - a. 2-4% FY09 GSA/IA tax to support GWOT Support Assignments (GSA).
  - b. Improve overall MCM Fit by 2% with a stretch to 3% above FY08 achieved Fit.
  - c. Maintain PC Fit at 95% or above.
  - d. Maintain overall FDNF Fit at 95% or above.
  - e. Maintain LCS Fit at 100%.
2. Maintain 95% production and 85% planning CeTARS data accuracy to facilitate FRE readiness metric analysis.

### **NTF/NRFC/SWE/USFF/CPF**

1. Collectively agree to:
  - a. Establish NEC FIT, Active/Reserve Component, Officer, and Civilian FIT to FRE approved entitlements.
  - b. Ensure that performance agreements are reviewed on a quarterly basis and receive a final Fiscal Year assessment.

  
D. C. CURTIS  
SWE

  
E. MASSO  
NTF

**Reviewed and Approved:**

  
for J. W. GREENERT  
Fleet Readiness Enterprise

# NAVY ENTERPRISE PERFORMANCE AGREEMENT FOR FISCAL YEAR 2009

**Warfare Enterprise:** Undersea Warfare Enterprise (USE)

**Providers:** Navy Total Force (NTF)

**Period of Performance:** 1 October 2008 to 30 September 2009

**Purpose:** This performance agreement fosters stakeholder collaboration and drives continuous improvements in products/services against fleet driven metrics to achieve units ready for tasking to meet operational demand signal at the best cost, now and in the future.

Military manpower entitlements and civilian workforce end strength will support USE in meeting Fleet Response Plan (FRP) capability thresholds by providing trained personnel at best cost, today and in the future. In support of FRE personnel resources goals, U.S. Fleet Forces Command (USFF) in conjunction with Commander Pacific Fleet (CPF) will coordinate with Undersea Warfare Enterprise and NTF to adjudicate improperly balanced ratings and manning levels to maintain required combat readiness and ensure acceptable FRP personnel readiness postures can be obtained in the most effective and efficient manner.

Metrics collected and used by the USE and NTF will be consistent with FRE approved entitlements for use in the Defense Readiness Reporting System-Navy (DRRS-N).

The Director, Naval Nuclear Propulsion (N00N) is assigned responsibility for supervision, management, and administration of the Navy's Nuclear Propulsion Program. Responsibility for overall training, qualification, and assignment of personnel who supervise, operate or maintains naval nuclear propulsion plants is, in part, exercised through the Nuclear Propulsion Program Manager. Chief of Naval Personnel ltr 1301 Ser 00/212 of 23 Sep 08 appoints the Nuclear Propulsion Program Manager and assigns this responsibility. Actions requiring adjudication of nuclear trained personnel will be directed to the Nuclear Propulsion Program Manager; therefore this performance agreement does not apply to nuclear trained personnel.

Addendum 1: USE peculiar FIT business rules.

## DEMAND SIGNAL

	MILITARY BY ENTITLEMENT	
	ACTIVE COMPONENT	RESERVE COMPONENT
	ENLISTED	ENLISTED
	(Rating & Pay Band FIT)	(Rating & Pay Band FIT)
<b>SEA</b>		
CONUS	90%	90%
FDNF	95%	95%
<b>SHORE</b>		
OCONUS	80%	80%

SUBGROUP 7/CTF54/CTF74 assigned 95% FIT Entitlement.

The Entitlement numbers in this section are the total % of all USE billets in that particular category. Nuclear ratings are for information only.

## OUTPUTS

### NTF

1. Produce and distribute trained and qualified Sailors to Fleet units to meet the approved FRE Military workforce entitlements within resource funding.

2. This performance agreement is not a strategic document (i.e. directive) that will drive additional resources or cause programmed resources to be reprogrammed.



## INPUTS

Manpower Resource	Funded Authorization	O&MN funding	MPN funding	RPN funding
Officer	2,080 MPN & 489-RPN		\$267M	\$20M
Enlisted	16,570 MPN & 1,098 RPN		\$977M	\$22M
Civilian	1,625 FTE	\$119M		

Basis for FY 09 MPN/RPN data is total SMC 13 & 23 data in TFMMS and current NAVCOMPT FY 09 programming rates. Basis for Civilian FTE/OM&N is FY 09 budget estimates provided by COMSUBPAC and COMSUBFOR Comptrollers. FY 09 data for entire USE is not available.

## IMPROVEMENT OBJECTIVES

### (USE)

1. Establish a review/validation process of Enlisted Distribution and Verification Report (EDVR), and Officer Distribution Control Report (ODCR) to facilitate the analysis of the entitlement metrics established by the Fleet Personnel Readiness team (FPRT).
2. Maintain Fleet Functional and Team (F & T) course requirements in Fleet Training Management and Planning System (FLTMPS) and review no later than 1 July 2009 to facilitate NTF feasibility studies in preparation for POM 12.

### NTF

1. Improve Enlisted FIT by 1% from FY08 baseline with a stretch goal of 2%.
2. Maintain 95% production and 85% planning CeTARS data accuracy to facilitate FRE readiness metric analysis.

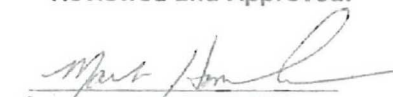
### NTF/NRFC/USE/USFF/CPF

1. Collectively agree to:
  - a. Evaluate USE operational watch standing billets for consideration in OPSHORE category.
  - b. Establish NEC FIT, Active/Reserve component, Officer, and Civilian FIT to FRE approved entitlements.
  - c. Support the implementation of the ITS rate with FY11 new rate implementation goal.
  - d. Support nuclear technical training for EDMCs and newly assigned Nuclear Leading Petty Officers.
  - e. Evaluate COGNOS program for nuclear rating applications.
  - f. Ensure that performance agreements are reviewed on a quarterly basis and receive a final Fiscal Year assessment.

  
J. J. DONNELLY  
USE

  
E. MASSO  
NTF

Reviewed and Approved:

  
for J. W. GREENERT  
Fleet Readiness Enterprise

# NAVY ENTERPRISE PERFORMANCE AGREEMENT FOR FISCAL YEAR 2009

**Warfare Enterprise:** Naval NETWAR FORCEnet Enterprise (NNFE)

**Providers:** Navy Total Force (NTF)

**Period of Performance:** 1 October 2008 to 30 September 2009

**Purpose:** This performance agreement provides Fleet Readiness Enterprise (FRE) governance and approved NNFE entitlements to support military manpower and civilian workforce training and allocation provided by NTF.

Military manpower entitlements and civilian workforce end strength will support NNFE in meeting Fleet Response Plan (FRP) capability thresholds by providing trained personnel at best cost, today and in the future.

In support of FRE personnel resources goals, U.S. Fleet Forces Command (USFF) in conjunction with Commander Pacific Fleet (CPF) will coordinate with respective Warfare Enterprises and NTF to adjudicate improperly balanced ratings and manning levels across Warfare Enterprises to maintain required combat readiness and ensure acceptable FRP personnel readiness postures can be obtained in the most cost effective and efficient manner.

Metrics collected and used by the NNFE and NTF will be consistent with FRE approved entitlements for use in the Defense Readiness Reporting System-Navy (DRRS-N).

## DEMAND SIGNAL

	MILITARY BY ENTITLEMENT	
	ACTIVE COMPONENT	RESERVE COMPONENT
	ENLISTED	ENLISTED
	(Rating & Pay Band FIT)	(Rating & Pay Band FIT)
<b>SEA</b>		
CONUS	90%	90%
OCONUS	95%	95%
<b>OP SHORE</b>		
CONUS	85%	85%
OCONUS	85%	85%
<b>SHORE</b>		
OCONUS	80%	80%

## OUTPUTS

### NTF

1. Produce and distribute trained and qualified Sailors to Fleet units to meet the approved FRE Military and Civilian workforce entitlements within resource funding.

## INPUTS

*Manpower Resource	Funded Authorization	O&MN funding	MPN funding	RPN funding
Officer	AC: 917/ RC:298		\$104,997,185	\$5,762,128
Enlisted	AC: 8,845/ RC:1,197		\$559,611,273	\$10,847,214
Civilian (Non Contractors)	1985 FTE	\$176,187,365		

\*This includes NNWC only.

Source: TFMMS

## IMPROVEMENT OBJECTIVES

### NNFE

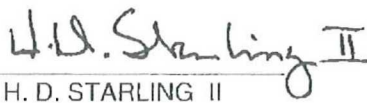
1. Establish a review/validation process of Enlisted Distribution and Verification Report (EDVR), and Officer Distribution Control Report (ODCR) to facilitate the analysis of the entitlement metrics established by the Fleet Personnel Readiness team (FPRT).
2. Maintain NETWARCOM Fleet Functional and Team (F & T) course requirements in Fleet Training Management and Planning System (FLTMPs) and review no later than 1 July 2009 to facilitate NTF feasibility studies in preparation for POM 12.

### NTF

1. Increase FY09 FIT by 1% over FY08 with a stretch goal of 2%.
2. Maintain 95% production and 85% planning CeTARS data accuracy to facilitate FRE readiness metric analysis.


### NTF/NRFC/NNFE/USFF/CPF

1. Collectively agree to:
  - a. Establish NEC FIT, Active/Reserve component Officer, Operational Shore and Civilian FIT to FRE approved entitlements.
  - b. Ensure that performance agreements are reviewed on a quarterly basis and receive a final Fiscal Year assessment.
  - c. Work with NNFE as the Warfare Enterprise Sponsor for Information Professionals (1600s), Information Warriors (1610s), Intelligence Officers (1630s), Information Technicians (ITs), Intelligence Specialists (ISs) and Cryptologic Technicians (CTs) to ensure:
    - (1) Demand planning factors (like future force structure, congressionally mandated Navy end strength, and Community Manager inventory requirements) are used to determine the annual goals.
    - (2) NNFE will be an active participant in the NTF Quarterly Demand Planning Working Group.
  - d. Consider optimum IT, IS and CT instructor staffing using NETC 21 model.
  - e. Improve FY09 enroute training by 10-15% over FY08 to meet projected IT, IS and CT FIT entitlements across all Warfare Enterprises.

  
H. D. STARLING II  
NNFE

  
E. MASSO  
NTF

Reviewed and Approved:

  
J. W. GREENERT  
Fleet Readiness Enterprise



## NAVY ENTERPRISE PERFORMANCE AGREEMENT FOR FISCAL YEAR 2009

**Warfare Enterprise:** Navy Expeditionary Combat Enterprise (NECE)

**Providers:** Navy Total Force (NTF)

**Period of Performance:** 1 October 2008 to 30 September 2009

**Purpose:** This performance agreement provides Fleet Readiness Enterprise (FRE) governance and approved NECE entitlements to support military manpower and civilian workforce training and allocation provided by NTF. Military manpower entitlements and civilian workforce end strength will support NECE in meeting Fleet Response Plan (FRP) capability thresholds by providing trained personnel at best cost, today and in the future.

In support of FRE personnel resources goals, U.S. Fleet Forces Command (USFF) in conjunction with Commander Pacific Fleet (CPF) will coordinate with respective Warfare Enterprises and NTF to adjudicate improperly balanced ratings and manning levels across Warfare Enterprises to maintain required combat readiness and ensure acceptable FRP personnel readiness postures can be obtained in the most cost effective and efficient manner.

Metrics collected and used by the NECE and NTF will be consistent with FRE approved entitlements for use in the Defense Readiness Reporting System-Navy (DRRS-N).

### DEMAND SIGNAL

MILITARY BY ENTITLEMENT		
	ACTIVE COMPONENT	RESERVE COMPONENT
	ENLISTED	ENLISTED
SEA	(Rating & Pay Band FIT)	(Rating & Pay Band FIT)
CONUS	90%	90%
OCONUS	95%	95%
SHORE		
OCONUS	80%	80%

### OUTPUTS

#### Navy Total Force (NTF)

1. Produce and distribute trained and qualified Sailors to Fleet units to meet the approved FRE Military and Civilian workforce entitlements within resource funding.

### INPUTS

Manpower Resource	Funded Authorization	O&MN funding	MPN funding	RPN funding
Officer	1,042 AC/1,316RC		\$128,270K	\$34,101K
Enlisted	12,633AC/14,792RC		\$743,648K	\$161,074K
Civilian (Non Contractors)	205 FTE	* Aver. \$150K per Civilian FTE \$30,750K		

Source: PBIS/PB09

## IMPROVEMENT OBJECTIVES

### NECE


1. Establish a review/validation process of Enlisted Distribution and Verification Report (EDVR), and Officer Distribution Control Report (ODCR) to facilitate the analysis of the entitlement metrics established by the Fleet Personnel Readiness team (FPRT).
2. Maintain Fleet Functional and Team (F & T) course requirements in Fleet Training Management and Planning System (FLTMPS) and review no later than 1 July 2009 to facilitate NTF feasibility studies in preparation for POM 12.

### NTF

1. Improve Enlisted RCN Sea FIT by 1% with a stretch goal of 2%.
2. Maintain 95% production and 85% planning CeTARS data accuracy to facilitate FRE readiness metric analysis.

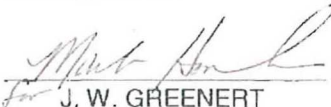
### NTF/NRFC/NECE/USFF/CPF

1. Achieve Officer/Enlisted RC aggregate of 90%.
2. Collectively agree to use process improvement strategies to develop, understand and monitor Fleet Readiness Enterprise (FRE) approved metrics that are aligned and consistent with Defense Readiness Reporting System-Navy (DRRS-N) to:
  - a. Improve the status of the Units Ready for Tasking.
  - b. Institutionalize the personnel support mechanisms and procedures required to deliver expeditionary capability.
3. Collectively agree to establish NEC FIT, Active/Reserve Component Officer, and Civilian FIT to FRE approved entitlements.
4. Ensure that performance agreements are reviewed on a quarterly basis and receive a final Fiscal Year assessment.

  
C. M. POTTENGER  
NECE

  
E. MASSO  
NTF

Reviewed and Approved:

  
for J. W. GREENERT  
Fleet Readiness Enterprise